

OAPP NetConference

TEAMBUILDING

- Karen Ray, MA/ABS
- Karen Ray Associates

Why Bother to "Teambuild"

- ♦ *The process between people will occur anyway: the "gravity" law*
- ♦ *Focus on the same work, goals, vision*
- ♦ *Organize to do the work elegantly*
- ♦ *Support appropriate leadership*

Why Bother to "Teambuild"

- ♦ *3 top factors of job satisfaction*

Why Bother to "Teambuild"

- ♦ *3 top factors of job satisfaction*
 - ♦ Achievement
 - ♦ Recognition
 - ♦ Wages

Definition of "Team"

- ♦ *Two or more people who share a common goal and agree to work together on tasks to achieve that goal. A team values group work and strives for communication.*
- ♦ *Conscious membership (are you hired for a job or to do work together?)*
- ♦ *Have you got a team?*
- ♦ *What is your team's mission? Your goals?*

High Performing Teams

- ♦ *Goals and mission are committed to by all members.*
- ♦ *All members understand all roles.*
- ♦ *Processes and procedures are understood and followed.*
- ♦ *Work environment based on values of shared information, conflict management, feedback, fun.*
- ♦ *Productive meetings.*
- ♦ *Leadership models positive behaviors.*

Rate Your Team

A= excellent D= Needs work

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How Was Your Discussion?

How Was Your Discussion?

- ♦ Did your group display any of the Team Values:
shared information, conflict management, feedback, fun
- ♦ How did you contribute?



Task and Maintenance Balance

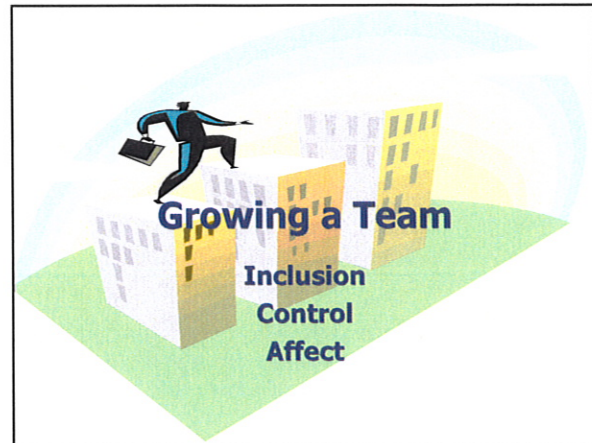
- ♦ *Iceberg Metaphor*
- ♦ *Are you task oriented or relationship oriented?*

Task Behaviors

- ♦ Initiating Activity
- ♦ Giving / Seeking Information
- ♦ Seeking Opinion
- ♦ Clarifying or Elaborating
- ♦ Summarizing
- ♦ Timekeeping
- ♦ Calling for a Decision

Maintaining Relationship Behaviors

- ♦ Giving Opinions
- ♦ Encouraging
- ♦ Gate Keeping
- ♦ Expressing Feelings / Reflecting Feelings
- ♦ Following
- ♦ Relieving Tension / Humor



Decision Making

- ♦ *Inclusion Control Affect*
- ♦ *Inclusion: Are you using everyone's gifts?*
- ♦ *Inclusion: Does everyone know everyone's role?*
- ♦ *Control: First, decide how to decide*
- ♦ *Control: The role of influence*
- ♦ *Affect: Celebrate!*

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♦ EVALUATE

- ♦ http://www.surveymonkey.com/s.aspx?sm=WKVIEQ37CubU9razO2xmPQ_3d_3d

♦ Karen Ray, MA/ABS